

<b>2015 Paid Leave Analysis Grantee Information</b>
---

<b>Grant Program</b>	2015 Paid Leave Analysis Grant
<b>Grantee Name</b>	Vermont Commission on Women
<b>Grantee City and State</b>	Montpelier, VT
<b>Grant Request Amount</b>	\$173,794
<b>Location of Grant Activities</b>	State of Vermont
<b>Project Description</b>	<p>The Vermont Commission on Women (VCW) will conduct a feasibility study building on the work of 2013 Paid Family Leave Study Committee, established by the Vermont Legislature. The study created specific recommendations for a state-administered temporary disability and caregiver insurance program. The 2015-2016 study will analyze multiple possible administrative structures, including both public and private models; analyze the costs of implementation; estimate the coverage, cost, and usage by both men and women; and perform a cost benefit analysis. The study will collect and analyze data regarding current practices of employers and employees, public opinion, the practical impact of employers, the need for access by both men and women, and the impact on children and families. Elements of the study include: (1) the use of Massachusetts's simulation model, developed with funding from the 2014 USDOL's grant, to estimate the usage and costs of family leave for employers and employees, administrative costs, premium level required, alternative wage bases on which premiums could be built, economic impact on family budgets and interaction of the program on other budgets; (2) Development of an implementation model and infrastructure options for a state without a temporary disability program; (3) Survey of the public to understand public views to develop effective communication for education efforts; (4) Business outreach, including a survey designed to understand current paid leave practices and policies, feedback on possible funding mechanisms, impacts on businesses and tools to develop educational materials targeted at employers, and a policy brief that will analyze the impact of access to paid family and medical leave by both mothers and fathers on children.</p>
<b>Populations to be Served</b>	Eligible Employees
<b>Team Members</b>	<p>Vermont Commission on Women, Labor Research Center University of Mass Boston, Voices for Vermont Children Institute for Women's Policy Research The Center for American Progress Main Street Alliance-VT VT Businesses for Social Responsibility Lake Research Partners</p>
<b>Public Contact Information</b>	Cary Brown

---

Executive Director  
Vermont Commission on Women  
126 State Street  
Montpelier, VT 05633-6801  
802-828-2851  
[cary.brown@state.vt.us](mailto:cary.brown@state.vt.us)